



Commission on
Fire Accreditation
International

Annual Compliance Report 8th Edition

Rockford Fire Department
204 South First Street
Rockford, Illinois
USA 61104



This Report Prepared on July 10, 2014
By
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For The
Commission on Fire Accreditation International, Inc.

This Report Represents The Agency's Status
As It Relates To Its Accreditation Report
Dated August 22, 2011

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Preface

The accreditation report submitted to the Commission on Fire Accreditation International, Inc. enabled the commission to award accreditation status to your agency. Part of the requirements to retain accredited agency status is your commitment to keep the commission staff informed of any significant changes or developments in activities, direction, or programming. This is accomplished by the preparation and submission of an annual compliance report.

The accreditation report is the internal control document of the commission that establishes your agency's benchmarks. The annual compliance report is the document used by the Commission to monitor your status as it relates to your standards, procedures and practices as well as the progress made toward completing all strategic and specific recommendations.

Each section must be completed if there is any activity to report. An activity is any rate of change, direction of change, nature of change or amount of change. Appropriate documentation must accompany this report to demonstrate that official action occurred that resulted in a change to the agency's benchmarks or progress/completion of the strategic and specific recommendations. Examples of appropriate documentation are: certified copy of the governing body minutes, CEO written directives, copies of Federal or State Statutes, copies of local ordinances or resolutions, copies of purchase orders, copies of signed contracts, copies of Federal or State administrative rules, copies of Federal or State regulatory agency ordered action or settlement agreement, copies of court ordered action or settlement agreement, copies of local government charters, or copies of voter approved referendum. Copies of any supporting documentation that was used by the agency to effectuate a change should also accompany the compliance report. Examples of supporting documentation are: feasibility studies, ISO grading reports, position papers, legal opinions, recommendation memos, or consultants reports.

The annual compliance report is due 45 days before the anniversary date of your agency's most recent award of accreditation.

Any questions regarding the report, its content or length should be directed to the CFAI Program Manager.

Agency Information

Agency Name:	Rockford Fire Department
Agency Address:	204 South First Street Rockford, Illinois 61104
Agency Website:	http://www.rockfordil.gov/fire
Agency Head:	Chief Derek Bergsten
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Date of most recent Award of Accreditation:	August 22, 2011
Annual Compliance Report due date:	July 11, 2014
Annual Compliance Report Number (1-4):	3
Current ISO Rating	2
Current Population	152,871

Agency/Jurisdiction Description

The City of Rockford, county seat of Winnebago County, is located in north central Illinois approximately 70 miles northwest of Chicago. According to the 2010 United States Census Bureau, Rockford is the third largest city in the area with a population of 152,871. The jurisdiction covers approximately 64 square miles.

The Rockford Fire Department is the second largest fire department in the State of Illinois, staffed with 324 (266 sworn, 5 support and 53 Emergency 9-1-1) members, responding to 24,749 incidents in 2013. The Department's incident history over the past five years shows an overall increase of 4.59%

The Department currently provides services through the work of four (4) divisions: Administration Division, Fire Prevention and Training Division, Operations Division, and 9-1-1 Division. Utilizing eleven (11) fire stations, the Department operates with nine (9) engine companies, two (2) quint companies, one (1) quint/quick response vehicle "jump" company, one (1) ladder/quick response vehicle "jump" company, and seven (7) advanced life support (ALS) ambulances. All fire companies provide first response ALS emergency medical care.

The Department also provides many special operations services. These include the following: hazardous materials; water rescue and recovery; extrication; trench; confined space; structural collapse; and high/low angle rope rescue. The 9-1-1 Center operates under the auspices of the Fire Department. The Center provides the public service answering point (PSAP) for the City of Rockford, and conducts fire dispatch for the City and its surrounding areas. Additionally, the 9-1-1 Center serves as the secondary PSAP for Winnebago County.

The Department is a member of Mutual Aid Box Alarm System (MABAS) Division Eight. There are twenty-five (25) fire departments that belong to MABAS Division Eight sharing resources on a regular basis. The Department responds to MABAS Division Eight requests and has the potential to respond for assistance to over 794 square miles. In addition, the Department has written agreements with five (5) other MABAS Divisions, which cover 5,000 square miles, to provide assistance with water rescue, hazardous materials and technical rescue.

Agency Environmental Changes

Due to arbitrated changes in the collective bargaining agreement (CBA), the department put two quick response vehicles (QRVs) in service as "jump" companies attached to two of the aerial apparatus beginning June 28th, 2013. The QRVs (or "jump" companies) are operated with four personnel from the assigned aerial company, and respond within an assigned territory to emergency medical incidents on the QRV and to fire incidents on the aerial apparatus. The department continues to operate with an aerial apparatus compliment of four, including the two aerial/quick response vehicle companies.

Changes in the CBA have also expanded to department's front-line ambulance compliment from five to seven ALS ambulances. The two additional ambulances were placed based on both distribution and concentration of the department's current resources.

The department has continued an apparatus replacement leasing program that began in 2012. Two engine apparatus and two ambulances are scheduled to be entered into service in 2014. Future plans call for all frontline apparatus to be replaced by 2017.

The department's maintenance facility continues to make improvements to its parts room. Several coding systems that will interface with FireHouse software are still being researched for inventory control. It is expected that as the parts room and coding system are implemented and integrated, the repair areas of the maintenance facility will become safer and efficiency will improve. The improvements can be measured by the department's 100% planned maintenance compliance.

The changes previously implemented in call handling procedures at the PSAP have continued to remain substantially lower than the initial 2011 times. Analyzing the EMS incidents revealed that the time from the initiation of calls at the PSAP to the beginning of turnout time was reduced by another two seconds at the 90th percentile during 2013. However, corresponding times for structure fire incidents have increased by nine seconds but continue to be substantially lower than the initial 2011 times.

Due to a Federal Communications Commission (FCC) mandate, the department's communications system has been converted to a narrow band system. The department has purchased a sufficient quantity of compliant portable radios to equip all on-duty personnel. Mobile data terminals have been upgraded in all frontline vehicles, and wireless capabilities have continued to be upgraded through Ethernet connections on most frontline apparatus. The department will have fiber optics installed at the majority of its locations by the middle of 2015.

Although the department hired eighteen personnel in the spring of 2013 to fill vacancies, in October of 2013 a change in the CBA reduced the daily staffing levels by three personnel per shift for a total of nine personnel overall. In February 2014, the agreement to provide airport rescue and firefighting (ARFF) services for the Chicago Rockford International Airport was terminated, which reduced the department's daily staffing levels by an additional two personnel per shift for a total of six personnel. Over

this period of approximately six months, the department reduced its overall staffing by 15 personnel.

Changes in Compliance With Legal Requirements in Federal, State and Local Government(s)

1. Is your agency in compliance with all standards applicable to the agency at its most recent accreditation, or last annual compliance report, whichever is the most recent? Examples of standards are ADA, OSHA, Fair Labor Standards Act., etc.

Yes

2. If no, list the standard(s) not in compliance. Briefly describe the reason for non-compliance, what actions need to be taken to regain compliance with each listed standard, and what impact will it have on your agency.

NA

Changes in Compliance With Adopted Community/Agency Standards

1. Is your agency in compliance with all community/agency standards at its most recent accreditation, or last annual compliance report, whichever is the most recent? Examples of community/agency standards are: established response time, minimum staffing, any NFPA standard adopted or used that is not mandated by the Federal or State governments, labor contracts, etc.

Yes

2. If no, list the community/agency standard(s) not in compliance. Briefly describe the reason for non-compliance, what actions need to be taken to regain compliance with each listed standard, and what impact will it have on your agency.

Changes in Compliance With Self-Assessment Core Competencies

1. Is your agency in compliance with all self-assessment core competencies since its most recent accreditation, or last annual compliance report, whichever is the most recent?

Yes

2. If no, list core competencies not in compliance. Briefly describe the reason for non-compliance, what actions need to be taken to regain compliance with each listed standard, and what impact will it have on your agency.

Changes in Compliance with Core Competencies Within the Self-Assessment Process

In Compliance	No Longer In Compliance	Core Competency		
		No.	Partial Description	Change in Performance Measure/Benchmark
X		1A.1	The agency is legally established.	
X		1B.3	compliance with legal requirements	
X		2A.3	analyzes by service area/population density	Information updated with 2010 Census data
X		2B.1	Each planning zone and population area is analyzed and evaluated	
X		2B.5	travel time objectives for fire response conform to industry best practices	3 year analysis of 90 th percentile travel time first response is 4:02 and ERF is 9:55
X		2B.6	standards of response coverage strategy is established	
X		2B.8	formal process to assess the balance between fire suppression capabilities and fire risks	
X		2C.1	Each planning zone and population area is analyzed and evaluated	
X		2C.5	travel time objectives conform to industry best practices	3 year analysis of 90 th percentile travel time first response is 4:02 and ERF is 9:55
X		2C.6	standards of response coverage strategy is established	Standards of Cover adopted June 2010
X		2D.1	agency has a published strategic plan	New Strategic Plan distributed June 2014
X		3A.1	general organizational goals specific objectives are published	Organizational goals established in December 2013 & published in June 2014
X		3B.1	management process identified	
X		3C.1	examined and modified at least annually	
X		4A.2	Policies, guidelines and processes for developing the annual budget	
X		4B.5	financial audits are conducted annually for the prior fiscal year	
X		4C.1	Programs based on anticipated revenues	
X		5A.1	agency meets its deployment objectives fire suppression emergency incidents	3 year analysis of 90 th percentile travel time first response is 4:02 and ERF is 9:55
X		5A.4	Current standard operating procedures in place	
X		5A.5	incident command/management system	
X		5A.7	appraisal is conducted	
X		5B.1	adopted fire prevention code	Adopted 2009 International Fire Code
X		5B.2	compliance with applicable fire protection law	
X		5B.3	adequate staff with specific expertise to meet program goals	
X		5B.8	appraisal is conducted	
X		5C.4	targets specific risks and risk audiences	
X		5C.5	Current standard operating procedures in place	
X		5C.7	appraisal is conducted	Continued customer user surveys
X		5D.1	fire investigation program is authorized	
X		5D.2	scientific method utilized	
X		5D.3	adequate staff with specific expertise	
X		5D.6	current standard operating procedures in place	Standard operating procedures updated in 2013
X		5D.8	appraisal is conducted	The arson clearance rate is @ 40.21% (39/97)
X		5E.1	agency meets its deployment objectives technical rescue emergency incidents	3 year analysis of 90 th percentile travel time first response and ERF is as follows: <ul style="list-style-type: none"> • Water rescue – 3:37 & 13:52 • Extrication – 4:03 & 15:13 • Technical rescue – 1:32 (first response only)
X		5E.4	standard operating procedures in place	Standard operating procedures updated in 2013
X		5E.7	appraisal is conducted	
X		5F.1	agency meets its deployment objectives hazardous materials emergency incidents	3 year analysis of 90 th percentile travel time first response is 4:41 and ERF is 32:22
X		5F.4	Current standard operating procedures in place	Standard operating procedures updated in 2013
X		5F.7	appraisal is conducted	
X		5G.1	agency meets its deployment objectives	3 year analysis of 90 th percentile travel time first

In Compliance	No Longer In Compliance	Core Competency		
		No.	Partial Description	Change in Performance Measure/Benchmark
			emergency medical incidents	response is 4:48 and ERF is 8:11/12:35
X		5G.4	Standard operating procedures or general guidelines, and standing orders/protocols, are in place	Standard operating procedures updated in 2013
X		5G.6	created and maintained for each patient	
X		5G.7	HIPAA compliance program in place all personnel have been properly trained	
X		5G.10	appraisal conducted, at least annually	
X		5H.1	an all-hazards plan appropriate multi-agency organizational structure is identified	
X		5H.4	current standard operating procedures in place	Standard operating procedures updated in 2013
X		5H.5	interoperability with other public safety agencies in the field	NIMS compliant
NA		5I.1	agency meets its deployment objectives aviation emergencies	
X		5I.4	Current standard operating procedures in place	Standard operating procedures under revision
NA		5I.6	appraisal is conducted	
NA		5J.1	agency meets its deployment objectives marine and shipboard emergency incidents	
NA		5J.4	Current standard operating procedure in place	
NA		5J.6	An appraisal is conducted	
X		6A.2	involved in the planning for physical facilities	Due to a State road project, the department is in the process of relocating Station #3
X		6B.3	Physical facilities are adequate	
X		6B.4	Facilities comply	
X		6C.1	located strategically to accomplish the stated standards of response coverage	Two alternate response vehicles added to response coverage in 2013 ~ two "jump" companies attached to aerial apparatus.
X		6D.1	maintenance program is established	The department is currently 100% compliant with scheduled maintenance.
X		6D.5	Current standard operating procedures in place	Standard operating procedures updated in 2013
X		6E.3	maintenance, testing, and inspections are conducted by qualified personnel	The department is the process of electronically recording both external and internal equipment maintenance records, and has entered into an agreement with a local service provider.
X		6F.1	Safety equipment is identified and distributed	
X		7A.1	human resources manager is designated	
X		7B.3	Processes and screening/qualifying devices used for recruitment and selection are job related and comply with requirements	
X		7B.6	probationary process is used to evaluate new and promoted members	
X		7C.1	Personnel policies are current and communicated	
X		7C.2	policy defines and prohibits harassment, bias, and unlawful discrimination	
X		7D.1	position classification system process by which jobs are audited and modified are in place	
X		7E.1	Rates of pay and compensation are published	
X		7F.5	occupational health and safety training program is established	
X		7G.1	provides for initial, regular, and rehabilitative medical and physical fitness evaluations	
X		7G.5	Current policies in place	
X		8A.1	process in place to identify training needs	
X		8B.4	evaluation through performance-based measurements	
X		8C.1	training facilities and apparatus are provided	
X		8C.7	Training materials are evaluated	
X		9A.1	establishes minimum fire flow requirements	
X		9A.2	adequate and reliable fixed or portable water supply	
X		9B.1	system is in place to ensure communications in the field	
X		9B.5	Standard operating procedures in place	Standard operating procedures updated in 2013
X		9C.1	administrative support services are appropriate	

In Compliance	No Longer In Compliance	Core Competency		
		No.	Partial Description	Change in Performance Measure/Benchmark
			for the agency's size, function, complexity, and mission, and are adequately staffed and managed	
X		10A.1	develops and maintains outside relationships	
X		10B.1	agreements are current and support organizational objectives	

Strategic Recommendations

Recommendation	ACCEPTED	IMPLEMENTED	REJECTED
<p>2D.1 – The department should review, revise and update the strategic plan to include and reflect current agency long-range goals. The process should be completed on an annual basis thereafter.</p>		<p>The department developed a new strategic plan that was distributed in June 2014, with annual updates/ revisions scheduled for December 2014.</p>	
<p>6D.1 – The department should adopt and adhere to the apparatus manufacturers’ recommended service intervals for apparatus maintenance to ensure the safety, health and security aspects of equipment operation and service.</p>	<p>The department is currently meeting apparatus maintenance requirements for 100% of the vehicles.</p>	<p>The department will continue to monitor the maintenance delivery program.</p>	
<p>6E.3 – All equipment inspection, testing, repair and maintenance should be conducted by authorized personnel and records from both internal and external sources should be kept electronically in the records management system for ease of tracking, oversight, analysis and planning.</p>		<p>The department has contracted with a local authorized maintenance service provider, and electronically records both internal and external maintenance records.</p>	

Specific Recommendations

Recommendation	ACCEPTED	IMPLEMENTED	REJECTED
5F.3 – The department should routinely rotate, remove or replace out of date stocks of supplies assigned to the hazardous materials program.	All hazardous materials stock will be rotated per manufacturer's recommendations.		
5G.8 – The department should work to strengthen the relationship with the primary care hospital to improve the quality assurance.		The department has worked closely with the resource hospital to develop a two-tiered quality assurance program, program.	
5G.8 – The department should utilize data collected from the appraisal and quality assurance program for emergency medical services to support and supplement the current trailing curriculum.		The department meets with the resource hospital on a monthly basis to review and analyze the previous month's data, using this information as a tool to guide EMS training.	
6B.2 – The department should conduct an in-depth facility needs assessment and adhere to a regularly scheduled preventative maintenance and repair of facilities is completed on an emergency or as needed basis.	The department is currently developing a capital improvements plan in conjunction with the City Public Works Department.	In conjunction with the City Public Works Department, the department conducts an annual facility needs assessment, with repairs and maintenance completed as finances allow.	
6C.3 – To prioritize future purchases		The department has	

and fully understand the condition of its fleet, a detailed assessment of the department's assets should take place and a formal plan should be developed, enabling the department to make strategic and informed decisions regarding the replacement of fire apparatus.		conducted a resource assessment and continues with its current leasing program for apparatus.	
6D.2 – The maintenance facility needs to inventory its current cache of parts and equipment to ensure all materials kept on site are applicable and useful.	The department continues to research methods to control inventory through the records management system.	The department has constructed a parts supply room and has stocked all applicable parts and supplies.	
6D.2 – The department should organize the maintenance and repair facility to maximize the efficiency, utilization and safety of the available workspace.		Now that the parts supply room is completed, the organization efficiency and safety of the maintenance facility has improved.	
6D.4 – The department should evaluate and address service gaps in the current maintenance delivery program that result in delayed maintenance and consider alternative means to support its diverse fleet requirements.	The department has entered into a leasing agreement for its apparatus, and intends to have the entire fleet (emergency) replaced by the end of 2015.	Maintenance of the department's non-emergency fleet is conducted by the City's garage, instead of the Fire Department Shop facility.	
6E.1 – The department should secure equipment carried inside apparatus to prevent the risk of injury to personnel.		The department has installed a restraining system for technical rescue apparatus.	

<p>6E.2 – To preclude the practice of as needed emergency repairs to tools and equipment, and to ensure that timely replacement of essential tools and equipment is regularly scheduled, a formal capital replacement plan should be re-established.</p>	<p>The department is working toward developing a formal capital replacement plan that coordinates with the City's budgetary process.</p>	<p>Tools and equipment for new apparatus are included in leasing specifications. Replacement tools and equipment are included as a line item in the department's budget.</p>	
<p>6E.4 – The department should utilize its existing electronic inventory system to track all capital assets including apparatus, tools, equipment and supplies. It should be capable of tracking maintenance, testing, repairs, loss, damage, planned replacement and costs in a manner consistent with contemporary and recognized asset management and inventory control.</p>	<p>The department is continuing to integrate all capital assets into one common database that will be capable of tracking maintenance, testing, repairs, loss, damage, planned replacement and associated costs.</p>	<p>The department has combined its various records management systems into one common database (Firehouse).</p>	
<p>6F.3 – The department should develop and publish a personal protective equipment replacement plan that is reflective of the associated manufacturer's recommendations, current industry standards and applicable laws.</p>		<p>The department has implemented a replacement plan for personal protective equipment that adheres to current industry standards (NFPA 1500 & NFPA 1581) and applicable laws.</p>	
<p>6F.4 – The department should develop a comprehensive maintenance, testing, repair, and inspection program for all personal protective</p>	<p>The department will purchase and additional complete set of personal</p>	<p>The department has entered all personal protective clothing and equipment records into</p>	

clothing and equipment in accordance with <i>NFPA 1851: Standard on Selection, Care, Maintenance of Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting</i> and the manufacturers' recommendations.	protective clothing for each individual.	the records management system (Firehouse), and has purchased an additional turnout coat for each personnel.	
6F.5 – The department should develop a system to track the cleaning, maintenance, repair and testing of individual pieces of personal protective clothing and equipment and, maintain those records at the department. The records should include provisions for tracking the service life of protective clothing and equipment according to manufacturers' recommendations, current industry standards and applicable laws.		The department has implemented a system to track the cleaning, maintenance, and repair of personal protective equipment and maintains the applicable records.	
8B.1 – To prevent confusion on the fire ground, use of the 10-code system should be eliminated and the use of plain language terminology be substituted during all radio transmissions.	The department has eliminated all but four 10-codes and established a standard operating procedure to address plain language transmissions. The department is currently entering lesson objectives in the records management system	The standard operating procedures updated in 2013 to reflect changes.	
8B.5 – Detailed information on lesson objectives should be included in the training reports recorded on the department's records management system.			

	that correlate with the Illinois Office of the State Fire Marshal, NFPA, and the local resource hospital.		
9B.2 – The department should streamline the procedure of public safety answering point (PSAP) notification of aircraft rescue and firefighting (ARFF) emergencies by providing a crash phone in the dispatch center.			The Rockford Fire Department no longer provides aircraft rescue and firefighting (ARFF) services for the Chicago Rockford International Airport.

Other Information

The department has embraced the accreditation process and views it as continuous. We have made enormous strides since our site visit and continue to work towards improving our department as a whole.

Due to its aging fleet, the department previously entered into an aggressive plan to replace all front line apparatus in a period of four years. Although the replacement plan has now been extended to a seven years, the department has already replaced over 70% of its frontline apparatus and many of the staff/support vehicles.

The five-year Strategic Plan continues to receive annual updates to ensure its relevancy. The annual update evaluates and addresses both the department's annual goals and long-range considerations.

The department changed its quick response vehicle (QRV) plan to two "jump" companies. That is, each QRV is attached to an aerial apparatus that is staffed with four personnel. The QRV responds within its assigned territory to emergency medical incidents and the aerial apparatus responds within its assigned territory to fire incidents.

In June 2014 the department added a designated recruiter position.

In October of 2013 a change in the CBA reduced the minimum daily staffing levels by three personnel per shift for a total of nine personnel overall. This resulted in a reduction of 12 full-time employees to the department's staffing.

In February 2014, the agreement to provide airport rescue and firefighting (ARFF) services for the Chicago Rockford International Airport was terminated, which reduced the department's minimum daily staffing levels by an additional two personnel per shift for a total of six personnel. This resulted in a reduction of 9 full-time employees to the department's staffing.

Over this period of approximately six months, the department reduced its overall staffing by 21 full-time employees and the minimum daily staffing level was reduced from 64 personnel to 59 personnel.

The addition of a recruiter position was agreed to by all involved parties and resulted in the addition of 1 full-time person to the department staffing. The final result of these staffing changes (daily staffing, ARFF services, and recruiter position) reduced the department's budgeted staffing level by 20 from 344 to 324 full-time employees.

Although the department's staffing levels were decreased over the past year, service to the community was increased through the addition of two frontline ALS ambulances. This was accomplished through reassigning the individual staffing for many of the fire apparatus from four personnel to three personnel.

Due to a State road project, the department is in the process of relocating Station #3. The department used the Standards of Coverage study to guide the relocation process for the new fire station.

In December of 2013 the Morgan Street Bridge project was completed and the bridge reopened. Due to this infrastructure change, the department made the necessary changes to fire apparatus service zones.

The department also made changes to its call handling procedures to streamline 9-1-1 emergencies as they come into the public safety answering point (PSAP) and are routed to dispatchers. Additionally, the dispatch procedures for both hazardous materials and water rescue incidents have been modified in order to reduce call handling times.

The Rockford Fire Department has engaged all personnel in the accreditation process, and continues to view the recommendations as avenues for positive change.

Exhibit List

- Exhibit #1: Capital Replacement Plan
- Exhibit #2: Planned Maintenance Report
- Exhibit #3: Rockford Fire Department Response Time Matrices
- Exhibit #4: Rockford Fire Department Strategic Plan 2014

Verification

I verify that the information contained in this report is complete and true to the best of my knowledge.

Derek Bergsten

Signature of Agency Head

Chief

Title

7-15-14

Date